

# 個別課程英文授課大綱

表單編號：QP-T02-07-11

保存年限：10 年

課程名稱 Course Title	(中文)人力資源管理  (英文)Human Resource Management																																																											
授課教師 Instructor	Carol Yeh-Yun Lin 林月雲	開課單位 Departments	Business Administration																																																									
學分數 Credit(s)	3 credits	修課對象 Target Students	ICDF and non-ICDF foreign students																																																									
課程目標 Course Objectives	At the end of this course, students should be able to: <ul style="list-style-type: none"> <li>● Know the difference between human resource management and personnel management</li> <li>● Know the function of human resource planning, recruiting &amp; selection, training &amp; development, performance management, compensation management, and labor relations</li> </ul>																																																											
課程大綱 Course Description	The concept of people management has evolved from traditional personnel management to human resource management and to strategic human resource management. Nowadays, human resource manager is as important as marketing manager and production manager, In the era of knowledge economy, human resource manager should be a strategic partner of the general manager. This course contains the concept as well as the practices of current human resource management.																																																											
上課進度 Weekly Course Schedule	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Date</u></th> <th style="text-align: left;"><u>Chapters</u></th> <th style="text-align: left;"><u>Topic</u></th> </tr> </thead> <tbody> <tr> <td>2/22/11</td> <td></td> <td>Introduction</td> </tr> <tr> <td>3/1</td> <td>Chapter 1</td> <td>General concept, patterns of analyses</td> </tr> <tr> <td>3/8</td> <td>Chapter 2, 3</td> <td>Strategic and global HRM</td> </tr> <tr> <td>3/15</td> <td>Chapter 5</td> <td>Employee relations</td> </tr> <tr> <td>3/22</td> <td>Chapters 6</td> <td>The analysis and design of work</td> </tr> <tr> <td>3/29</td> <td>Chapter 7, 8</td> <td>Performance management and work attitudes</td> </tr> <tr> <td>4/12</td> <td>Chapter 9</td> <td>HR planning</td> </tr> <tr> <td></td> <td>Chapter 10, 11</td> <td>Recruitment, selection, and placement</td> </tr> <tr> <td>4/19</td> <td></td> <td>Mid. Term</td> </tr> <tr> <td>4/26</td> <td>Chapter 12, 13</td> <td>Training and employee development</td> </tr> <tr> <td>5/3</td> <td>Chapter 14</td> <td>Career Management</td> </tr> <tr> <td>5/10</td> <td>Chapter 15-16</td> <td>Compensation</td> </tr> <tr> <td>5/17</td> <td>Chapter 17</td> <td>Collective bargaining &amp; labor relations</td> </tr> <tr> <td>5/24</td> <td>Chapter 18</td> <td>Labor relations</td> </tr> <tr> <td>5/31</td> <td>Chapter 19</td> <td>HR information systems</td> </tr> <tr> <td>6/7</td> <td></td> <td>Case study, term project oral report</td> </tr> <tr> <td>6/14</td> <td></td> <td>Term project oral report (report due)</td> </tr> <tr> <td>6/21</td> <td></td> <td>Final</td> </tr> </tbody> </table>			<u>Date</u>	<u>Chapters</u>	<u>Topic</u>	2/22/11		Introduction	3/1	Chapter 1	General concept, patterns of analyses	3/8	Chapter 2, 3	Strategic and global HRM	3/15	Chapter 5	Employee relations	3/22	Chapters 6	The analysis and design of work	3/29	Chapter 7, 8	Performance management and work attitudes	4/12	Chapter 9	HR planning		Chapter 10, 11	Recruitment, selection, and placement	4/19		Mid. Term	4/26	Chapter 12, 13	Training and employee development	5/3	Chapter 14	Career Management	5/10	Chapter 15-16	Compensation	5/17	Chapter 17	Collective bargaining & labor relations	5/24	Chapter 18	Labor relations	5/31	Chapter 19	HR information systems	6/7		Case study, term project oral report	6/14		Term project oral report (report due)	6/21		Final
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<p>教學方式 Instructional Method</p>	<p>Lecture, group discussion and presentation, questions and answers</p>
<p>課程要求 Course Requirements</p>	<p>1.Please team up in groups of 4-6 persons. 2.Each group should discuss the assigned text before class and prepare to answer and to raise questions in class. 3.A HRM term project is to be carried out by each group.</p>
<p>評量方式 Evaluation</p>	<p>1.Class presentation &amp; discussion 20% 2.Mid. Term Exam. 30% 3.Final Exam. 30% 4.Group term project 20%</p>
<p>教材及參考書目 Textbooks &amp; Suggested Materials</p>	<p><u>Textbook:</u> Human Resource Management <u>Reference:</u> Journal of Human Resource Management, Human Resource Planning and relevant journals.</p>
<p>課程相關 連結網址 Course Website</p>	
<p>備註 Remarks</p>	



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